

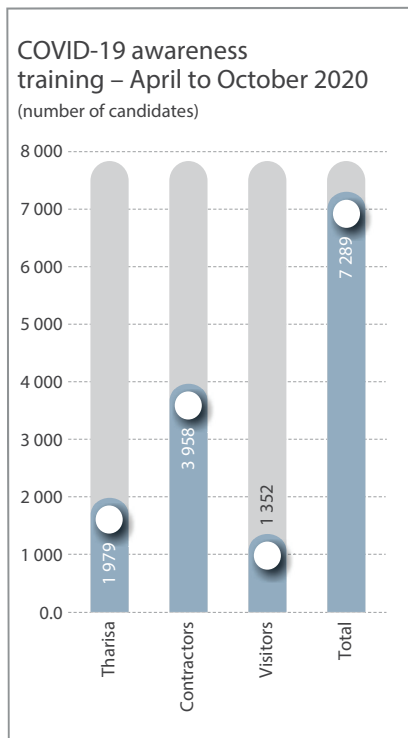
Training

Key training initiatives were launched to facilitate skill transfers such as coaching application modules, communication training, personality insights training, emotional intelligence training, leadership training etc. All of these training initiatives catered for key skill gaps that were identified at the beginning of the year.

HUMAN RESOURCES DEVELOPMENT

COVID-19 awareness training

In compliance with COVID-19 Pandemic Guidelines and Regulations, Tharisa Minerals has trained 7289 of its employees, including contractors and visitors.



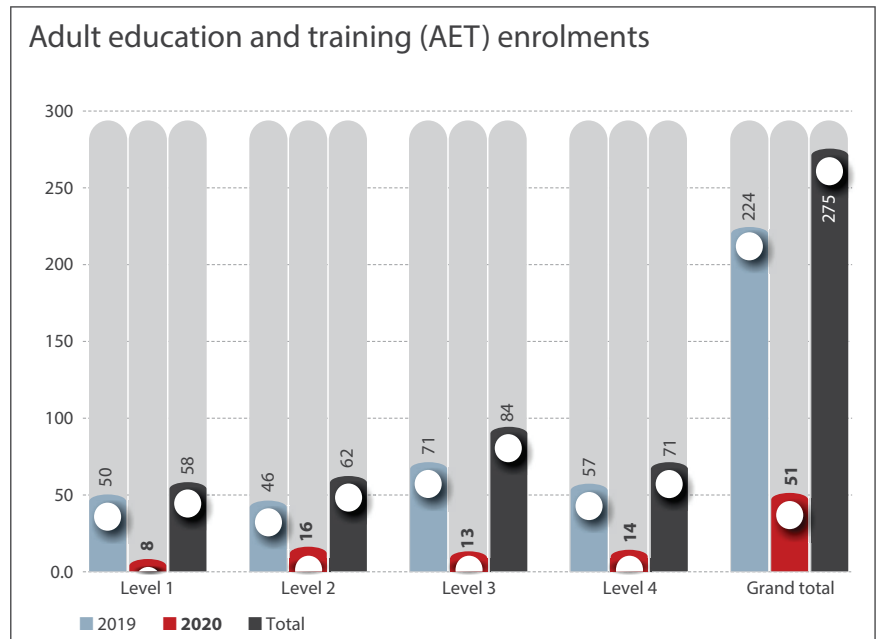
Trackless Mobile Machinery (TMM) Operators Simulator Training Intervention resulted in the drop of transmission abuse by 16% and engine overspeed by 74%. This magnificent intervention is ongoing. In addition, original equipment manufacturers found five Drilling Section Artisans competent in SmartRoc T45 technical maintenance training. In our quest for effectiveness, efficiency, and alignment with the Fourth Industrial Revolution, the TMM Operating Licences

Forty-one employees enrolled for Mineral Processing NQF Level 2 Learnership with the Mining Qualifications Authority, and 40 of them successfully completed the course.



issuing system was automatised through the introduction of an electronic workflow system.

Adult Education enrolment for the year 2020 has dropped significantly by 23% as compared to 2019. This drop is partly due to the effects of the COVID-19 pandemic.



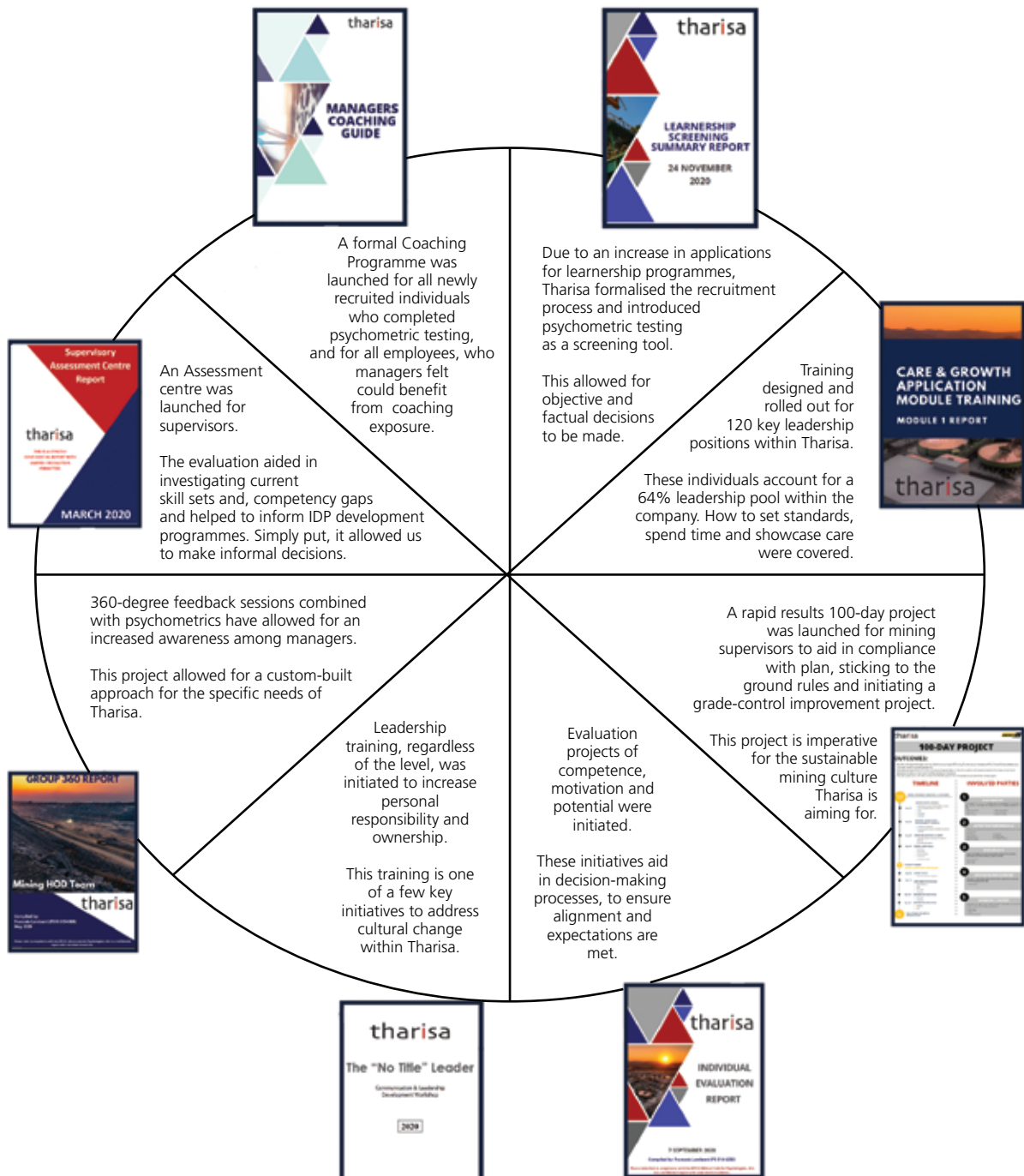
EMPLOYEE COMPETENCY DEVELOPMENT

Thirteen Mining Production Supervisors completed a Programme in Technical and Surface Mining Operations in 2020 with five having received completion with distinction. To ensure the availability of critical skills and leadership, three middle management employees are studying a Management Development Programme. In addition, 12 employees are on Six Sigma (Black Belt) training. Tharisa funded 13 employees to study at different tertiary institutions in South Africa.

SUSTAINABILITY CONTINUED

NEW INITIATIVES

Our commitment towards sustainable growth, an empowered workforce and an invested employee culture are but a few of the driving inspirations behind these initiatives.



COMMUNITY UPSKILLING PROJECTS

In addition to providing key donations in the surrounding communities, Tharisa has also been focused on uplifting the community through skill transfer initiatives, socio-awareness interventions and supporting resources for navigation of everyday life.

- GARDEN TRAINING INITIATIVE**


- ENVIRONMENT UPSKILLING**


- SCHOOL CLOTHES DONATIONS**


- HOSPITALITY TRAINING**


- BIO DIVERSITY AWARENESS**


- CHRISTMAS DONATIONS**

